

Tidewater Emergency Medical Services Council, Inc.

Governance Committee

October 6, 2010

MINUTES

Present

George Yacus, Chair

John Hoffler

Jim Chandler

1. Call to Order – Dr. Yacus called the meeting to order at 3:10 pm. He noted Mr. Hundley had recent surgery, and Dr. Robertson was ill.
2. The 02-10-10 committee minutes were approved as distributed.
3. Consider contract with HR firm/review of personnel policies – Mr. Chandler discussed the HR consultant service utilized by the Southwest and Western EMS Councils during recent personnel matters. EMS councils do not have internal HR expertise and both of these councils expressed positive and cost effective results when utilizing this firm. They have proposed all eleven councils consider joining a combined HR agreement at “bulk rate” cost. This would essentially be a retainer agreement with unlimited telephone consultation included in the base cost as well as various template documents, information updates, and an annual in-person group meeting/training with the consultant. The firm also offers on site support, personnel manual review and additional training if desired at discounted cost. An email was sent to Board members asking for feedback on this HR approach, and so far the feedback has been favorable with a few questions asked like anticipated usage of such service. Committee members supported the concept.
4. Follow up: Consultant’s report – members felt the Board was adequately pursuing all aspects of the Horizon’s previous organizational analysis recommendations but that a repeat board self-assessment would be appropriate in the future. No additional follow up needed at this time.
5. Strategic Dashboard – Members recommended repeating our survey to localities in an attempt to add 2010 data to the dashboard.
6. Nomination process/Elections in March 2011/Board diversity – It was agreed to review the previous letters sent to the Board and localities/organizations, and to send out new letters in November. The consensus of the committee was that we have a reasonable “diversity” balance at this time but to continue to encourage diversity particularly for nominations from localities with multiple board seats. The committee decided not to pursue a bylaws amendment adding more “at large” seats at this time.
7. Strategic EMS Plan Revisions/December 9 Board meeting – Members reviewed the planning requirements in the EMS council contract. The Board will need to review and revise the

TEMS plan in December. This is the fourth year since initial plan adoption, so a comprehensive review and revision is appropriate. The mission and vision were reviewed and revised last year, and members felt no additional change is needed at this time. Members reviewed the revised 2010-2013 state EMS strategic and operational plan to determine if strategies or initiatives should be reflected in the regional plan. It was agreed to seek input on planning needs from our EMS Medical Operations Committee (MOC) since they represent primary EMS leadership in the region. The committee developed suggestions for plan revision which reflect some of the state plan items, and will forward this along with input from MOC to the Board for the December 9 meeting. A list of questions was developed for MOC to help them focus on key issues to include:

- Is there a desire to sponsor/fund scholarships?
- Is there a need for additional accredited training sites?
- Is there a need for more web-based education provided by the council?
- Is there a need for more mass casualty or emergency operations training or preparedness?
- Is there a desire to develop/participate in a purchasing cooperative?
- Are there new areas that need to be explored?
- Do we need to discontinue support for any current activities?

8. The meeting adjourned at 5:00 pm.